

## Message Text

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ACTION SCA-01

INFO OCT-01 NEA-09 ISO-00 SCS-03 VO-03 PPT-02 A-01 M-02

PER-05 DRC-01 RSC-01 /029 W

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P 2710710Z JUL 74

FM AMEMBASSY MANAMA BAHRAIN

TO SECSTATE WASHINGTON DC PRIORITY 1378

C O N F I D E N T I A L SECTION 1 OF 2 MANAMA 0556

FOR SCA, NEA/EX, S/IG, CA/FS

E.O. 11652 : GDS

TAGS : OGEN

SUBJECT : CONSULAR STAFFING

REF: MANAMA 481

SUMMARY. WITH ASSISTANCE FOREIGN SERVICE INSPECTORS WE HAVE MADE CAREFUL REVIEW OUR CONSULAR OPERATIONS AND CONCLUDED WE HAVE NO VIABLE OPTION BUT TO REQUEST ASSIGNMENT SOONEST FSO VICE CONSUL TO CARRY CONSULAR WORK LOAD HERE.

1. PROBLEM: AS REPORTED REFTTEL, AMBASSADOR HELD UP SUBMISSION CONSULAR WORKLOAD STATISTICS (SEPTTEL) PENDING FULL REVIEW, IN CONJUNCTION WITH FOREIGN SERVICE INSPECTION, OF CONSULAR OPERATIONS. OUR SITUATION BRIEFLY IS THIS:

(A) NEWLY ARRIVED RESERVE OFFICER, CHARGED PRESENTLY WITH ACTING AS OUR SOLE CONSULAR OFFICER, IS EXCEPTIONALLY DEDICATED AND ABLE, BUT HAS OTHER EXTREMELY HIGH PRIORITY THINGS TO DO. AMBASSADOR CONVINCED, AND FOREIGN SERVICE INSPECTORS AGREE, IT WOULD BE HIGHLY DETRIMENTAL TO OVERALL U.S. INTERESTS HERE, AND IN GENERAL AREA, WERE HE REQUIRED TO SPEND MORE THAN ONE-THIRD OF REGULARLY SCHEDULED WORK WEEK ON CONSULAR ACTIVITIES. IN FACT, IT WOULD MAKE GREAT SENSE IF HE WERE COMPLETELY, OR ALL BUT COMPLETELY, RELIEVED FROM ANY CONSULAR DUTIES (INSPECTORS AGREE). HE IS NOW SPENDING WELL OVER HALF HIS SCHEDULED WEEK

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ON CONSULAR WORK;

(B) OUR CONSULAR WORKLOAD IN TERMS OF CASES HANDLED IS HARDLY IMPRESSIVE, BUT GROWING. IN "EUROPEAN ENVIRONMENT" IT SHOULD NOT TAKE LITTLE MORE THAN ONE-THIRD OF ONE OFFICER'S TIME, LITTLE MORE THAN HALF IN NEAR FUTURE. TO US "EUROPEAN ENVIRONMENT" ASSUMES SEVERAL THINGS: (1) REALLY COMPETENT LOCAL CONSULAR ASSISTANT; (2) OFFICE (AND VISA) RECEPTIONIST OF SOME EFFICIENCY AND VERSATILITY; (3) REASONABLY ORGANIZED AND APPROVABLE VISA APPLICANTS; (4) AMERICAN SERVICE VISITORS WITH PROBLEMS WHICH LOCAL GOVERNMENT CAN NORMALLY HANDLE WITH ACCEPTABLE DISPATCH AND WHO HAVE SOPHISTICATED ATTITUDE TOWARD REAL NEED TO SEE "THE AMERICAN CONSUL" (SINCE MOST OF OUR AMERICAN VISITORS ARE WEALTHIER THAN THE AMBASSADOR THEY MUST BE HANDLED WITH A CERTAIN CARE); AND (5)

CONSULAR OFFICER WHOSE SOLE FUNCTION IS TO HANDLE CONSULAR UNAVOIDABLE MATTERS, SOOTHE THE CLIENTS, TRAIN STAFF, AND STREAMLINE OFFICE PROCEDURES. NONE OF THESE ASSUMPTIONS WASHES HERE. WE ARE AT LEAST A YEAR, AND MAYBE FOREVER, AWAY FROM (1) OR (2); (3) AND (4) WILL NEVER COME; AND THE POINT OF THIS MESSAGE IS THAT WE WANT (5) TO COME FAST.

2. "NON-OPTIONS": WITH INSPECTORS' ASSISTANCE WE HAVE LOOKED AT ALL POSSIBILITIES FOR RESOLVING THIS PROBLEM WITHIN EXISTING STAFFING ALLOCATION. RESULTS OF REVIEW ARE AS FOLLOWS:

(A) QUALITY OF OUR PRESENT CONSULAR SERVICES NEEDS TO BE IMPROVED, NOT CUT BACK;

(B) UPGRADING OF LOCAL STAFF ONE WAY OR ANOTHER IS URGENT NECESSITY IN ANY EVENT, BUT UNDER LUCKIEST CIRCUMSTANCES WOULD PROVIDE NO RELIEF OFFICER WORKLOAD PROBLEM FOR AT LEAST TWO YEARS;

(C) OUR SOLE SUBSTANTIVE OFFICER, DESIGNATED PROPERLY "ECONOMIC-COMMERCIAL", AND OUR SOLE ADMINISTRATIVE OFFICER HAVE CONSULAR SKILLS (IN FACT THEY ARE THE ONLY SIGNING OFFICERS HERE AT MOMENT SINCE "CONSULAT OFFICER" CAME, APPARENTLY UNAVOIDABLY, WITHOUT COMMISSION.) INSPECTORS FEEL, HOWEVER, (AND AMBASSADOR MOST ADAMANTLY AGREES) THAT OUR ECONOMIC/COMMERCIAL/ LABOR WORK AND MOST NOTABLY OUR ADMINISTRATIVE TASKS ARE IN EVEN CONFIDENTIAL

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GREATER NEED OF URGENT INCREASED ATTENTION THAN OUR CONSULAR RESPONSIBILITIES. DOWN SOME ROSY PATH TWO YEARS OR SO HENCE THE DAY MAY COME WHEN OUR ADMINISTRATIVE OFFICER COULD BE FREE TO EASE THE AMERICAN SERVICES LOAD OF OUR CONSULAR OFFICER, BUT MOST OBVIOUSLY NOT BEFORE THE 200TH ANNIVERSARY OF THE REPUBLIC.

(D) THUS WE COME RELUCTANTLY TO CONCLUSION THAT THE OFFICER ASSIGNED TO DO CONSULAR WORK HERE HAS AT MINIMUM A MORE THAN

PART TIME JOB, THAT THE PRESENT CONSULAR OFFICER HAS BY FAR INSUFFICIENT TIME FOR THE TASK, AND THAT OUR OTHER FSO'S CAN HELP HIM ONLY AT THE PERIL OF EVEN MORE PRESSING RESPONSIBILITIES.

3. THE SOLUTION? WE SEE NONE SAVE IMMEDIATE ESTABLISHMENT OF AN ADDITIONAL CONSULAR OFFICER POSITION AT THE 0-6 LEVEL AND THE PROMPT POSTING OF A FIRST-RATE JUNIOR FSO VICE CONSUL TO FILL IT. (INSPECTORS AGREE ON THE NEED AND ONLY HOPE THE BUDGET/PERSONNEL SYSTEM CAN BE SUFFICIENTLY RESPONSIVE TO FILL THE IMMEDIATE NEED.) WE HAVE AGONIZED ABOUT THE POSSIBILITY THAT SUCH AN OFFICER MIGHT NOT FIND HIS TIME FULLY UTILIZED IN CONSULAR WORK ONCE HE SETTLED IN, AND HAVE COME TO FOLLOWING MODEST ESTIMATES: (A) ON A SLAP-DASH BASIS GEARED PSYCHOLOGICALLY TO HOLDING THE FORT AND GETTING ON TO OTHER PRESSING TASKS AN AMERICAN OFFICER HERE WILL SPEND AT LEAST HALF HIS TIME ON CONSULAR WORK; (B) DOING IT "RIGHT", INCLUDING TRYING TO TRAIN AND ORGANIZE LOCAL STAFF, WILL PUSH THAT FIGURE WELL OVER 50 PERCENT; (C) TO EXTENT SUCCESS IN (B) WILL REDUCE OFFICER WORKLOAD, GROWTH IN CONSULAR SERVICES WILL MORE THAT RAISE IT: (D) THERE IS IN ADDITION TO GETTING ON WITH BARE BONES LEGALLY-IMPOSED CONSULAR WORKLOAD NEEDS THE QUITE TIME CONSUMING REPRESENTATIONAL TASK OF BEING "THE AMERICAN CONSUL" IN BAHRAIN, EXTENDING THE OFFICIAL AMERICAN PRESENCE TO THOSE MEMBERS OF THE LOCAL AND AMERICAN COMMUNITIES WHO NORMALLY DO NOT COME IN CAONTACT WITH OTHER EMBASSY OFFICERS. (WE HAVE OVER 1000 AMERICANS, SOME OF WHOM SMOKE THINGS OTHER THAN MARLBORO). IF OUR DECISION TO EXTEND THE US DIPLOMATIC PRESENCE TO BAHRAIN IS TO BE FULLY IMPLEMENTED, AND IF THE FOREIGN SERVICE CONSULAR FUNCTION IS TO SUSTAIN ITS TRADITIONAL, DISTINGUESHED REPUTATION, THIS TASK MUST BE PERFORMED HERE AS WELL AS IN MORE ESTABLISHED POSTS.

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ACTION SCA-01

INFO OCT-01 NEA-09 ISO-00 SCS-03 PPT-02 VO-03 A-01 M-02

PER-05 SIG-04 DRC-01 RSC-01 /033 W

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P 270710Z JUL 74

FM AMEMBASSY MANAMA BAHRAIN

TO SECSTATE WASHINGTON DC PRIORITY 1379

C O N F I D E N T I A L SECTION 2 OF 2 MANAMA 0556

FOR SCA, NEA/EX, S/IG, CA/FS

5. WHAT WE NEED: AS SOON AS POSSIBLE, HOPEFULLY BEFORE NOVEMBER, WE NEED A FIRST RATE YOUNG FSO, WHO WANTS TO COME AND HAS BEEN GIVEN THE FSI CONSULAR COURSE, ON BOARD HERE AS VISE CONSUL. WE THINK HIS DAY WOULD BE AMPLY FILLED ON THE CONSULAR SIDE, IF HE WERE WELL ABOVE AVERAGE. IF HE IS BETTER THAN THAT WE HAVE A HOST OF CHORES--FOR INSTANCE, COMMERCIAL, POLITICAL, SUPPORTING PEACE CORPS AND USIA, WHICH COULD FILL HIS SCHEDULED WORK WEEK (AND TO BE HONEST SHOULD DRIVE HIS REAL WORK WEEK BEYOND 50 HOURS IN ANY EVENT). IT WOULD BE A FINE JOB FOR SUCH A YOUNG OFFICER, AND IF OVER TWO YEARS HE WORKED HIMSELF OUT OF IT, THIS WOULD BE TO HIS CREDIT AND THE POST WILL HAVE SURVIVED. WITHOUT HIM WE ARE IN DEEP TROUBLE.

6. APOLOGIES: THE ABOVE REQUEST IS AT LEAST A MONTH OVERDUE. THE DELAY IS THE SOLE RESPONSIBILITY OF AN AMBASSADOR WHO ARRIVED WITH A DEEP CONTEMPT FOR THE OBSERVED TENDENCY OF BUREAUCRACIES IN GENERAL, AND SOME FOREIGN SERVICE POSTS BY WAY OF RARE EXCEPTION, TO OVER STAFF. HENCE HE WAS DETERMINED AS A MATTER OF PERSONAL PRIDE TO DO IT ALL HERE WITHIN EXISTING STAFF AUTHORIZATIONS. THE FACT THAT WE NEED THIS ADDITIONAL CONSULAR SLOT AT ONCE WAS OBVIOUS TO THE REST OF STAFF FROM THE START, AND IT TOOK THE STEADYING HANDS OF THE FOREIGN SERVICE INSPECTORS TO GET THE AMBASSADOR RELUCTANTLY OFF HIS BIAS. IN PLEADING GUILTY WE MUST ALSO PLEAD FOR MORE URGENT THAN USUAL  
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ATTENTION TO OUR IMMEDIATE NEED.  
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## Message Attributes

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